

**EFFINGHAM COMMUNITY UNIT DISTRICT #40
EFFINGHAM, ILLINOIS**

**BOARD OF EDUCATION
Board of Education Office
2803 S. Banker St.
Effingham, IL 62401**

HUMAN RESOURCES / ATHLETICS COMMITTEE MEETING

January 14, 2026 @ 5:00 pm

Agenda

1. Call to Order/Pledge of Allegiance/Roll Call (5:02PM)

- Attendees: Chad Thompson, Erica Boone, Kelsey Baker, Kurt Roberts, Charlie Schwerman, and Vince Rohr

2. Recognition of Visitors and Opportunity for Public Comment

N/A

3. Personnel

A. Math Interventionist

- Data driven discussion on what is going on, what needs to be going on, and how to make that happen.

B. Flex Positions

- Discussions about these positions moving forward.

C. Discussion and potential recommendations for the board to consider on personnel changes for the 2026 - 2027 school year if and when the opportunity arises.

- RIF of ECTA & EESPA employees letter to be sent to both unions
- See Andy's suggestion on changes to staffing for the 2026 - 2027, 2027 - 2028, and 2028 - 2029 school years (vision, action, etc.)

4. Athletic programs

A. VISION for programs/district athletes

- Vince & Mack are working on this. Will bring a draft to share soon.

B. Evaluation of coaches, etc.

- Vince & Mack are building a standard review and will create in alignment with the Coach's Handbook they are currently drafting

C. Coaches Handbook

- Vince and Mack have a draft that they shared. Discussion about incorporating into a larger Handbook as a section.

D. Facilities

1. Hitting Barn / Golf Simulator - paid for by Sportsbackers
 - Discussion about possibilities, still gathering information.

E. Proposal to Update Jr. High B Team Programs

Sports Impacted: Baseball, Softball, Basketball, Volleyball
Timeline: 2026–27 (or 2025–26 if staffing challenges require)
Location: Effingham Jr. High
Students Involved: 7th & 8th Grade

F. HOF - nothing has been done since 2018

- Need a plan to catch up on the past years and how to move forward?
- Timeline in which the plan will be carried out?

G. 2019 Final Four Football Team Recognition / Etc

- Need a timeline on when this will be completed?

5. New programs status

- A. EJHS Bass Fishing started in 2025 - 2026 & 2026 - 2027 school years
 - Our goal is to implement it for this Spring, 2025-26 school year. Posting for a coach on 1/15/26.
- B. EJHS Golf, and Wrestling for the 2026 - 2027 & 2027 - 2028 school years
 - Proposal coming from Vince.
- C. 21st Century Grant positions / program
 - If we lose this grant funding, we will RIF positions.

6. Policy/procedure discussions, etc.

- A. AI Policy - Meta Glasses, etc.

7. Closed Session

- A. 5 ILCS 120/2(c)(1): The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District.

8. Return to Open Session

9. Recommendations to the Board of Education for potential action

N/A

10. Other

N/A

11. Adjourn 6:48pm

Date of Minutes: **Wednesday, January 14, 2026**

Date of Approval: _____

President

Secretary